

# EXHIBIT A

<b>CHARGE OF DISCRIMINATION</b> <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To:      Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC <b>530-2015-02286</b>	
<b>Pennsylvania Human Relations Commission</b> and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) <b>Mr. Gordon Roy Parker</b>		Home Phone (Incl. Area Code)      Date of Birth <b>(267) 298-1257</b> <b>01-06-1967</b>	
Street Address      City, State and ZIP Code <b>4247 Locust Street, Apartment 119, Philadelphia, PA 19104</b>			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>KELLY SERVICES</b>		No. Employees, Members      Phone No. (Include Area Code) <b>500 or More</b> <b>(215) 972-5145</b>	
Street Address      City, State and ZIP Code <b>1650 Market Street, 36th Floor, Philadelphia, PA 19103</b>			
Name		No. Employees, Members      Phone No. (Include Area Code)	
Street Address      City, State and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input checked="" type="checkbox"/> AGE <input checked="" type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest      Latest <b>07-10-1987</b> <b>11-11-2014</b>  <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). <b>I was hired by Respondent on or about July 10, 1987. I have a disability of which Respondent is aware. On or about February 16, 1994 Respondent assigned me to work at Independence Blue Cross. During the course of my time at Independence Blue Cross, I revealed to Lonnie Berger (a Co-worker) of Independence Blue Cross' pay-to-play arrangement. My assignment was terminated thereafter. On or about February 16, 1994 Respondent terminated my employment because of what had happened with Independence Blue Cross. On or about November 11, 2014 I inquired about being re-hired by Respondent.</b>			
<b>Respondent stated the reason for my termination was because I was "disoriented". Respondent has failed to rehired me despite my inquiries.</b>			
<b>I believe I have been discriminated against because of my disability in violation of the Americans with Disabilities Act of 1990, as amended, as well as my sex (Male) and in retaliation for engaging in a</b>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
May 14, 2015 <i>Gordon Roy Parker</i> Date      Charging Party Signature		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) <div style="text-align: center;"> <b>RECEIVED</b>  <b>15 MAY 19 PM 3:35</b>  <b>FILED</b>  <b>OFFICE</b> </div>	

**CHARGE OF DISCRIMINATION**

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Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC

530-2015-02286

Pennsylvania Human Relations Commission

and EEOC

State or local Agency, if any

protected activity in violation of Title VII of the Civil Rights Act of 1964, as amended, in that Respondent failed to accommodate my disability, terminated my employment, and most recently has failed to rehire me.

In and around January 2015, Kelly Tweeted a link to its old Kelly-Gm People ad saying it was proud of its history. Kelly Services has a policy of preferentially hiring young, attractive women over all other classes of employees. Since being made aware of this charge, Kelly tweeted to defendant that he had refused assistance, which is not true.

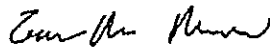
RECEIVED  
15 MAY 19 PM 3:35  
--U.S. MAIL--  
DISTRICT OFFICE

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I declare under penalty of perjury that the above is true and correct.

May 14, 2015

Date



Charging Party Signature

NOTARY -- When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(month, day, year)

# EXHIBIT B

Talent	Parker	Gordon	Q	Order #		Q	Created By		Q
Customer			Q	Created From		Q	Created To		Q
Site Name			Q	Branch		Q	Branch Group		Q
Contact			Q	Assigned To		Q	Managed By		Q

Search Results : 4

Branch	Created	Type	Reason	Result	Talent	Customer	Site Name	Order #
434H	16-Jun-2015	Other			Parker Gordon			
5131	29-Jan-2015	Information Provided			Parker Gordon			
5131	11-Nov-2014	Information Provided			Parker Gordon			
5131	10-Nov-2011	Information Provided			Parker Gordon			

10 items per page 1 - 4 of 4 items

**Resolution Notes**

This file is for documentation purposes only. KE has been periodically calling the branch since 1994, making threats and abusing the staff. We have filed several police reports with the Philadelphia Police Department against ke, and corporate safety & security has documentation on file. We also have ke's original PR with documentation on his abusive phone calls & behavior. UNDER NO CIRCUMSTANCES SHOULD KE BE HIRED OR ALLOWED INTO A BRANCH. If ke calls for any reason, refer him to corporate & notify security immediately.

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# EXHIBIT C

Talent	Parker Gordon	Order #	Created By
Customer		Created From	Created To
Site Name		Branch	Branch Group
Contact		Assigned To	Managed By

Find

Search Results: 4

Branch	Created	Type	Reason	Result	Talent	Customer	Site Name	Order #
434H	16-Jun-2015	Other			Parker Gordon			
5131	11-Nov-2014	Information Provided			Parker Gordon			
5131	03-Mar-2011	Information Provided			Parker Gordon			

#### Resolution Notes

SENT TO GLOBAL SECURITY

Hi,

Gordon Parker (aka Ray Parker, Roy Parker, Gordon Roy) just called in. Last time he called in (11-Nov-2014) and he was looking into, we found out there were numerous police reports filed by Kelly Services against him.

He has recently reported an EEOC report against us and called to give me an 'update.' When I told him I could not speak to him any longer and I could give him a corporate number to call, he became irate and I had to hang up.

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Best,

Krista

# EXHIBIT D



Type	[1-1]	Reason	[1-1]	Result	[1-1]
Talent	Parker Gordon	Order #		Created By	
Customer		Created From		Created To	
Site Name		Branch		Branch Group	
Contact		Assigned To		Managed By	

Search Results : 4

Branch	Created	Type	Reason	Result	Talent	Customer	Site Name	Order #
5131	28-Jan-2015	Information Provided			Parker Gordon			
5131	11-Nov-2014	Information Provided			Parker Gordon			
5131	03-Mar-2011	Information Provided			Parker Gordon			

#### Resolution Notes

Gordon Parker called to say he was available and to give us an update on his lawsuit filed with EEOC vs Kelly. Indicated he was employed w Kelly since 1987 when he was unskilled but now as a paralegal candidate Kelly wasn't doing anything to get him work. conversation shifted and he went on to say he would name me in the lawsuit. I politely thanked him for his call and informed him I would mark his as "called in and available" and ended the conversation.

Gordon Parker called to say he was available and to give us an update on his lawsuit filed with EEOC vs Kelly. Indicated he was employed w Kelly since 1987 when he was unskilled but now as a paralegal candidate Kelly wasn't doing anything to get him work. conversation shifted and he went on to say he would name me in the lawsuit. I politely thanked him for his call and informed him I would mark his as "called in and available" and ended the conversation.

# EXHIBIT E

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Gordon Parker  
4247 Locust Street  
Apartment 119  
Philadelphia, PA 19104

From: Philadelphia District Office  
801 Market Street  
Suite 1300  
Philadelphia, PA 19107



On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

530-2015-02286

Legal Unit

(215) 440-2828

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

On behalf of the Commission

Enclosures(s)

  
Spencer H. Lewis, Jr.,  
District Director

6/2/15  
(Date Mailed)

cc:

Erinn Studler  
Diversity Analyst  
KELLY SERVICES  
Global Human Resources - Diversity  
999 West Big Beaver Road  
Troy, MI 48064